



Tempe PD Recruiting & Hiring Unit

ABOUT POLICE OFFICER TESTING

Application Process: The process begins by completing an online application. Those who successfully complete the application become part of a candidate pool and have the opportunity to attend the next testing process. Recruit, out-of-state police officer and Arizona POST certified police officer applicants complete the same online application. More test instructions are provided to invited candidates prior to each test.

Physical Agility Test: The physical agility test has three components. A candidate must successfully pass all three components to move forward in the process. Candidates should bring water and wear athletic clothing and shoes during the test.

- 1½ mile run in no more than 14:00 minutes
- 21 or more pushups without stopping with no time limit
- 29 or more sit-ups in no more than 1:00 minute

Written Examination: The written exam is taken after the successful completion of the physical agility test. Arizona POST certified police officers do not complete the written exam.

The exam includes reading comprehension, problem solving and other questions and takes approximately two hours to complete. The exam is scored upon completion and candidates who attain a score of 70% or higher are placed on an eligibility list for one year from their application date. Arizona POST certified police officer candidates are not required to complete the written exam and are also placed on the eligibility list upon successful completion of the physical agility test.

Background Interview: During the background interview, a detective will speak with a candidate and complete a thorough review of the candidate's life.

Polygraph Examination: Candidates may be scheduled for a polygraph examination after the background interview.

Panel Interview: The most qualified candidates will be contacted and scheduled for a panel interview. It may take several weeks or months for a candidate to be invited to an interview.

Recruit candidates have time to review a number of questions before meeting with the panel. In addition to thoroughly answering questions, candidates should know panel members do not know anything about them – such as the content of their application, previous test scores, etc. – so only the information provided by the candidate is evaluated. Recruit candidates will also be evaluated with a scenario during the panel interview.

Out-of-state police officers and Arizona POST certified police officers will be interviewed by members of the department's command staff or other members of the department or larger community.

Psychological Evaluation: Should a candidate move forward, he or she will receive a conditional offer of employment and be scheduled for a psychological evaluation. This evaluation ensures the candidate is prepared for a successful career as a police officer.

Medical Examination: Candidates who successfully complete the psychological evaluation will be scheduled for a medical examination. Once a candidate has successfully completed the medical examination, he or she will be required to retake and successfully complete the physical agility test.

Recruit candidates who complete these phases will be scheduled to attend the police academy. Arizona POST certified police officers will begin work within the department and begin field training. Out-of-state police officer applicants may be required to attend the police academy in Arizona and should contact a recruiter for more information prior to applying.

***Out-of-State Police Officer & Recruit Applicants:** Out-of-state candidates must be in Tempe to complete the physical agility test and written exam. The department will attempt to accommodate out-of-state applicants by minimizing travel during test phases.

Out-of-state police officers who are offered employment may be required to attend the police academy in Arizona or may be able to obtain an Arizona POST waiver. Out-of-state police officers who do not want to attend a police academy in Arizona should contact a recruiter for more information before applying.